

# **RBS UN Global Compact Communication on Progress 2010**



## Statement of Continuing Support



“We continue to support and promote important responsible initiatives such as the UN Global Compact, recently taking over the Chairmanship of the UK Network of the UK Network of the UN Global Compact”

**Sir Philip Hampton**  
Group Chairman



## UN Global Compact Principles

### Human Rights

**Principle 1** Business should support and respect the protection of internationally proclaimed human rights.

**Principle 2** Business must ensure that they are not complicit in human rights abuses.

#### Commitment

> [Human Rights Policy](#), > [Group Ethical Code for Suppliers](#)

#### Implementation

- The Group has a published Statement on Human Rights which is aligned with the Universal Declaration of Human Rights, and has been a member of the United Nations Global Compact since 2003. The Group has systems applied both internally and externally to manage our approach to human rights, which is applied on a Group wide basis. Further more our Group Ethical Code for Suppliers highlights the ten principles of the UN Global Compact which our suppliers are expected to adhere to through out their operations.
- To ensure the Group operates in a sustainable manner we have established a new Board Committee to assess sustainability issues. All key business areas are represented at the committee which reports into the Group Board and sets sustainable practises through out the Group.





## UN Global Compact Principles

### Labour

**Principle 3** Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

**Principle 4** Business should uphold the elimination of all forms of forced and compulsory labour

**Principle 5** Business should uphold the effective abolition of child labour

**Principle 6** Business should uphold the elimination of discrimination in respect of employment and occupation

### Commitment

> [Managing Diversity Policy](#), > [Group Code of Conduct](#), > [Group Ethical Code for Suppliers](#)

### Implementation

- The Group works with over 40 social partners globally including trade unions, works councils and 2 cross-jurisdiction European Works Councils
- We were one of the first financial services organisations to publish a set of minimum expected ethical standards for suppliers back in 2004. Based on the 10 principles of the UN Global Compact, the RBS Ethical Code for Suppliers covers the area of human rights, labour rights, environmental protection and bribery and corruption and sets out the standards for suppliers we work with.
- To promote gender equality, the Executive recruitment process has been reviewed to ensure that a female is included on all shortlists. A new Diversity training module will be implemented in 2010, which highlights the issue and impact of unconscious biases in decision making



## UN Global Compact Principles

### Environment

**Principle 7** Business should support a precautionary approach to environmental challenges

**Principle 8** Business should undertake initiatives to promote greater environmental responsibility

**Principle 9** Business should encourage the development and diffusion of environmentally friendly technologies

#### Commitment

> [Group Environment Policy](#)

#### Implementation

- We have had a Group Environmental Policy in place since 1997 and this was most recently updated in 2009.
- We have been a signatory of the Equator Principles (EPs) since its inception in 2003 and apply the EP guidelines to all transactions that require project finance.
- From 2004 to 2008, RBS lent more to renewable power projects globally than any other commercial bank.
- RBS pioneered many of the renewables financing techniques that have now become the industry norm and our continued expertise in this area meant that in late 2009 we were selected by the UK Treasury and the Department for Energy and Climate Change as one of 3 banks to take part in a European Investment Bank scheme to make up to £1.4 billion available to onshore wind projects in the UK over the next 3 years.
- We are seeking to assist our SME customers to address environmental issues in their businesses and have launched our Business Mentor Environment service which provides businesses with services from qualified environmental consultants to support this.
- We have responded to the CDP since its inception and have recently been involved in a pilot project to develop new responder services. Our CDP score for 2009 was 77% and we were included in the FTSE 350 Leadership index.



## UN Global Compact Principles

### Anti Corruption

**Principle 10** Business should work against corruption in all its forms, including extortion and bribery

#### Commitment

> [Group Code of Conduct](#)

#### Implementation

- The Group Code of Conduct specifically addresses the issue of bribery and corruption and in 2009 we developed a new Group Policy Standard on bribery and corruption that will be integrated into the Group Policy Framework during 2010.
- Speak Up is a free, confidential, 24 hours a day, seven days a week telephone helpline which is available to all RBS group employees who wish to report a whistleblowing issue/ event.

## Measurement

The above content has been taken from the 2009 Group Sustainability Report which has been assured in accordance with AA1000AS and ISAE3000.

> [Click here for more information](#)



**AA1000**  
Licensed Assurance Provider  
000-3